

## Clinical Pharmacy Director

**Reports to:** Chief Pharmacy Officer, Division of TennCare  
**Working title:** Director of Clinical Pharmacy, Division of TennCare  
**State Classification:** Pharmacist 2  
**Location:** Nashville, TN

### BACKGROUND

**TennCare** is Tennessee's Medicaid program providing medical, dental, and pharmacy coverage to 1.4 million low income children, pregnant women, disabled adults, and adult caretakers of children. TennCare currently covers one out of every five Tennesseans and 50% of all births, with an annual budget of \$11 billion. TennCare partners with its managed care organizations to provide high quality integrated physical, behavioral, and long term care to its members.

### MISSION AND TEAM

TennCare's mission is to support a healthier Tennessee by improving lives through high-quality cost effective care. TennCare has been a leader in innovation through clinical care models and delivery system payment reform while promoting the delivery of high quality services within a sustainable budget. TennCare's Medical Office sits at the forefront of this mission to support clinical quality and operations, federal and state policy, and strategic innovation for the agency. The TennCare Pharmacy team is an integral team within the Medical Office that is responsible for managing the single pharmacy plan for all TennCare beneficiaries and leading innovative strategies focused on improving clinical quality and health outcomes through appropriate cost-effective use of medications.

Operationally, the TennCare Pharmacy team works closely with several TennCare divisions to oversee and implement the entire TennCare Pharmacy benefit through its contracted Pharmacy Benefits Manager (PBM). The Pharmacy Team oversees the \$1B drug spending and pricing strategies, guides clinical formulary management and drug utilization review, and supports high priority initiatives through the Medical office including efforts to curb the opioid epidemic. Externally, the Pharmacy Team works closely with the PBM and other external pharmacy stakeholders to support and optimize access for members to appropriate medications. The **Director of Clinical Pharmacy** will be a key leader on the Quality Management Team reporting directly to the Chief Pharmacy Officer.

## POSITION OVERVIEW & ESSENTIAL FUNCTIONS

### Responsibilities will include:

- Lead Pharmacy Division's efforts to develop, implement, and maintain outpatient drug formulary, drug lists and utilization management edits.
  - Provide clinical and strategic leadership in development and optimization of TennCare formulary
  - Oversee and provide accountability to TennCare PBM to ensure accurate implementation of the TennCare formulary
  - Identify and apply clinically appropriate initiatives to optimize the value of the prescription rebate administration program
  - Design, develop, and drive clinical protocols to improve adherence to formulary and preferred drug list
  - Coordinate clinical support of the Drug Formulary, Preferred Drug List, Auto-Exempt and Attestation Lists for members and the PBM
- Partner with Pharmacy and Medical Office leadership in development of TennCare pharmacy clinical strategy
  - Maintain and support the Medication Therapy Management pilot in conjunction with Primary Care Transformation team
  - Work collaboratively with TennCare Managed Care Organizations (MCOs) including pharmacy directors, medical directors, quality directors to improve medication utilization and member outcomes
  - Communicate and educate clients, members, and other TennCare teams regarding clinical pharmacy issues and objectives
  - Support Chief Pharmacy Officer in Pharmacy Advisory Committee and Drug Utilization Review programmatic decisions
  - Develop innovative solutions to foster increased pharmacy and medical integration to improve overall member and provider experiences
- Guide data analytics and present on clinical pharmacy outcomes and strategies
  - Provide analytical expertise to review and summarize complex reports for TennCare analytics team and others upon request
  - Prepare, collect, and query data as needed for legislative bill analysis, CMS regulations, and other reporting requirements
  - Present relevant clinical pharmacy and quality data formally on behalf of TennCare at local, state, and national meetings
  - Develop data visualization aids to provide actionable data to key stakeholders to inform TennCare strategic planning and improve clinical quality performance
- Support high priority clinical improvement initiatives
  - Identify continued pharmacy strategies and policies to support TennCare Opioid Strategy to reduce overexposure to controlled substances
  - Develop strong relationships with external stakeholders and key provider groups (e.g. TPA, TNAAP, PCMH providers) to amplify TennCare pharmacy objectives
  - Handles special projects as assigned by Chief Pharmacy Officer

## QUALIFICATION REQUIREMENTS

### Minimum Qualifications

- Pharm.D or advanced degree in pharmacy
- Board Certification (any discipline) and completion of pharmacy residency
- Licensed (or eligible to be licensed) to practice as a Pharmacist in the State of Tennessee
- 2+ years of experience in clinical pharmacy program administration which may include:
  - Prior multi-site or system experience
  - Experience with prescription claims systems and utilization management setup
- 2+ years of experience in PBM operations which may include:
  - Experience shaping benefit design and formulary analysis, provision of clinical drug information, Pharmacy Advisory Committee support and participation
  - Steering formulary positioning, online system edits and restrictions, on-going product evaluation, pharmacy benefit utilization and performance trend monitoring and adjusting
- Strong computer skills including mastery of Microsoft Office applications such as Excel, Access, Word, and Power Point
- Excellent clear, and concise oral and written communication skills
- Strong organizational skills, including the ability to prioritize, multi-task and manage workload to meet specific timeframes and deadlines

### Desirable Qualifications

- Analytical skills in health informatics with proficiency in statistical software applications
- Experience in promoting disease management or drug cost management programs
- Experience in pharmacy residency preceptorship, mentoring, and/or experience managing teams and direct reports

## COMPENSATION

**Salary/Range:** Compensation and benefits arrangements are competitive and will be commensurate with the selected candidate's experience and responsibilities of this position. Interested candidates should send resumes and a brief writing sample to [sandra.duncan@tn.gov](mailto:sandra.duncan@tn.gov)

*Pursuant to the State of Tennessee's Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.*